

## **MOULTON COLLEGE**

### **CORPORATION**

#### **Minutes of the Corporation meeting held on Thursday, 6<sup>th</sup> November 2025 M6 Moulton College**

<b>Present:</b>	Charles Matts	Independent Governor (Chair)
	Oliver Symons	Principal
	Pauline Hawkesford	Independent Governor
	Andy MacCaig	Independent Governor
	Alastair Thomson	Independent Governor
	Becky Bradshaw	Independent Governor
	Michelle Pledger	Independent Governor
	Prof. Elaine Limond	Independent Governor
	Mark Whitehead	Independent Governor
	Karen Squires	Staff Governor
	Amy Griffiths	Staff Governor
<b>In attendance:</b>	Faye Williams	Vice Principal
	Alicia Bruce	Chief Operating Officer
	David Aldridge	Executive Director of Human Resources
	Catherine Duro	Head of Governance

#### **SECTION A – ROUTINE AND STANDING ITEMS:**

##### **Apologies for absence**

01. Apologies for absence were received from Suzzanne Ijewski, Craig Ablett, Mohamed Saeudy, Wiktor Bien, David McVean.
02. Governors were informed of Mark Wakeford's resignation. He is beginning work on the Strategic Transformation Group and will agree membership with the Chair and Principal. Mark has been a long serving governor, who made a significant contribution, which the board wished to pass on sincere thanks for.

##### **Declarations of interest**

03. Becky Bradshaw declared an interest in item 6 the MoU decision and would leave the room for this decision.

##### **Minutes of the meeting held on 2<sup>nd</sup> July 2025**

04. The minutes of the meeting held on **Thursday, 2<sup>nd</sup> July 2025** were approved as a true and accurate record.

##### **Matters arising and outstanding actions**

05. Catherine was welcomed back after a period of absence.
06. The college was exploring access to closed down AI chat to experiment with for the rest of this year. Can do 12 or 13 areas of functionality, policies, actions, prompts.

07. There were no matters arising and no actions due, all were closed or recognised as business as usual to start the new year afresh.

## **SECTION B – PERFORMANCE**

### **MoU with University of Northamptonshire**

08. The background thinking was shared around this proposal and the key initiatives it covered were detailed. This aligned well with strategic discussion that had taken place earlier in the morning.
09. It was questioned that it referred to county wide but would not include other colleges. This has been debated, it recognised the collective had a reach beyond the town and take students from the wider county.
10. It was asked if there were any stakeholders who may be upset by this, potential conflict was discussed and it was agreed this was not a barrier and could be managed.
11. It was asked how governors stay involved in the oversight and progression, what would success look like and what would happen next. A termly impact statement, to ultimately inform the accountability statement was committed to.
12. It was proposed that the Chairs of each organisation should meet on a regular basis to discuss progress. There was a steering group structure within the schedule – will weave in how chairs can be involved.
13. It was asked how much of a priority it was for the University. Governors were assured it was quite a significant priority, having already moved beyond talk, to establish what we do to bring it to life, it is a key priority that substantial time has been invested into. Already have conversations happening at department level, this is a formalisation of this relationship. The current leadership are empowered and have the ability to set this framework with tangible structure and outcome regardless of the people that may change. Engagement at senior level but has been fed up from active employees working collaboratively.

*Becky Bradshaw left the room*

14. **Resolved** that the MoU be approved for signing with unanimous enthusiastic approval.

*Becky Bradshaw rejoined the meeting*

### **PIMS Update**

15. Governors were reminded that the college had been in intervention for a number of years. Confidence was shared that actions were progressing to meet the DFE requirements to get out of PIMS intervention, with significant progress on most actions. It was understood that the financial score wasn't where we would want but enough to demonstrate progress and capacity to stand alone.
16. The cash days achieved against the target was discussed, it was asked if this left us vulnerable. This is aspirational, DFE have reported that they are satisfied we have some cash days and are progressing in the right direction.

17. A governor asked what our cash days are at our lowest point of the year. It was confirmed this would come to F&R and a summary of the meeting will then be shared with all governors. This is also reported on in the balance scorecard on a termly basis.

### **Strategic Plan & Balanced Score Card 2025/26**

18. The Balance Scorecard was presented. It was understood this was a tool to be leading and not lagged. Some tweaks to previous years. Metrics are not targets but points for intervention if they are not met.
19. Each of the proposed KPI's were presented by the Principal for scrutiny and challenge.
20. Governors were asked if it included all the measures needed and those they would expect to measure. It was requested that an employee engagement/satisfaction score be added (Action)
21. There was a request that as an EDIB – a belonging organisation, where everyone matters, how could this be measured.

### **Strategic Risk Register 25 /26**

22. There was a comprehensive discussion around the strategic risk register. It was understood this was a reflection of the strategic plan and would go through a full revamp inline with the developing new strategic plan.
23. It was asked that any risk around in executing the new MoU be included.
24. It was confirmed the risks would be allocated and scrutinised by each Committee, with oversight from Audit Committee.

### **Stakeholder Voice Triangulation -Student, Staff, Employer, Link Governor**

25. Staff and student voice groups had been established and raw feedback would come to future meetings.
26. A governor reported on a recent immersion visit, where they had met with staff and students, observing classes and transport. The reported that the passion of staff was visible and students were engaged. Interesting to see coach collections, finely orchestrated service, ensuring students have a good experience, significant hygiene factor was fulfilled well.
27. Governors were reminded of an open invitation to be immersed into any aspect of college life.

### **Governance**

#### **Governor Development Day Feedback & Actions**

28. All agreed it had been a useful start to the next stage of our strategic development, notes and reflection would be shared over the coming weeks.

#### **Governor Vacancy and Succession Planning**

29. The current and upcoming vacancies were discussed. An update on the Chair recruitment process, supported by Governos for Schools was provided, which was due to conclude imminently.

### **ITEMS FOR APPROVAL**

#### **CQS Committee – Chair’s Report**

30. The CQS Chairs report was received. Particular attention was brought to the new KPI’s.

#### **KPIs 2025-26 – proposed**

31. It was explained it was the first time we shad faculty level KPI’s with financial targets so has come to the board. Proposed to hold new Heads of Faculty to account, reduced number of targets to focus on the right things. The layout is now clear to flag concerns. A move away from target to intervention points as requested by the committee was presented.
32. The challenge is to find indicators that are realistic but challenging and stretching. It was asked if these new indicators would have allowed early warning of the under achievement of last year, it was believed it would.
33. It was hoped that English and maths attendance would be a strong early indicator of underperformance in this area.
34. **Resolved** that the KPI’s be agreed this would be added.

#### **Recommended Policies**

35. The three policies and committee scrutiny of these was presented.
- Safeguarding and Child Protection Policy
  - Prevent Policy
  - Peer on Peer abuse policy
36. **Resolved** that all three policies be approved, as presented.

#### **Policy**

37. In the interest of time two GDPR policies were presented to the Board directly for re-approval. It was understood that the changes were minimal, as there had been no legislative changes.
38. Both were taken as read and questions were invited
- Data Protection Policy
  - Freedom of Information Policy
39. **Resolved** that all three policies be approved, as presented.

#### **Seal Application**

40. A report documenting the use of the college seal on the sub-leasing of some buildings was received and **ratified**.

## **PART 2 – TO BE RECEIVED FOR INFORMATION AND COMMENT**

### **SECTION D – COMMITTEE REPORTS**

41. Governors confirmed receipt of the below for their information and comment.

#### **CQS Committee – 14 October 2025**

- Chair's report & minutes
- NSS Survey results
- Safeguarding update report
- Safeguarding and Prevent Annual Report
- Complaints Annual Report

#### **Finance and Resources Committee - 15 September 2025**

- Minutes – Committee Meeting

42. Further assurance was offered that performance was improving.

43. An additional meeting which showed the responsiveness of governors who sought assurance following uncertainty around the expected closing financial position for 2024/25 early in July

### **SECTION E – CLOSING ITEMS:**

#### **Any other items of urgent business**

There were no further items of business discussed.

**Date and time of next Meeting:** 11<sup>th</sup> December 2025

